

HOUSE JOINT RESOLUTION NO. 14

INTRODUCED BY K. FUREY

A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF REPRESENTATIVES OF THE STATE OF MONTANA URGING SUPPORT OF THE EMPLOYEE FREE CHOICE ACT.

WHEREAS, some 42 million U.S. workers, many of whom are Montanans, say that they would join a union if they could, but when they try to gain a voice on the job by forming a union, employers sometimes respond with intimidation, harassment, and retaliation; and

WHEREAS, federal law does not adequately address this injustice; and

WHEREAS, working families are mobilizing to reform the nation's labor laws, and members of Congress are backing unprecedented legislation to give workers who want to join unions a fair chance to do so; and

WHEREAS, the Employee Free Choice Act, identified during the 108th Congress as H.R. 3619 and S. 1925 and, for the purposes of this resolution, meant to include any bills in the 109th Congress that are substantially the same, would ensure that when a majority of employees in a workplace decide to form a union, they can do so without the debilitating obstacles employers sometimes use to block their workers' free choice; and

WHEREAS, the Employee Free Choice Act would allow employees to freely choose whether to form unions by signing cards authorizing representation, provide mediation and arbitration for first contract disputes, and establish stronger penalties for violation of employee rights when workers seek to form a union and during first contract negotiations; and

WHEREAS, 36 senators and 207 representatives cosponsored the Employee Free Choice Act during the 108th Congress; and

WHEREAS, Montana's economy, Montana's businesses, and Montana's workers have historically reaped the benefits of collective bargaining; and

WHEREAS, Montanans have an abiding respect for the value of labor as well as the honesty, integrity, and work ethic of Montana's workers; and

WHEREAS, Montana's workers are not immune from discrimination when wanting to form unions and are in the need of the protections embodied in the Employee Free Choice Act.

1 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE OF REPRESENTATIVES OF
2 THE STATE OF MONTANA:

3 That the 59th Montana Legislature support and urge the swift passage and implementation of the
4 provisions contained in the Employee Free Choice Act.

5 BE IT FURTHER RESOLVED, that the 59th Montana Legislature urge all members of Montana's
6 Congressional Delegation to become cosponsors of the Employee Free Choice Act.

7 BE IT FURTHER RESOLVED, that the 59th Montana Legislature communicate this resolution of support
8 to both houses of Congress and the President of the United States.

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